

ABSTRACT

World Vision Indonesia has several training programs with a very large total cost for 936 employees located in various parts of Indonesia, so that the manual training is considered less effective. Therefore, this research is conducted to design a learning management system application that supports the training process within the organization, and determine the needs for training materials. This research implemented strategy analysis based on matrix EFE, IFE, SWOT, IE, and QSPM, as well as analysis and design of materials using Addie model. Meanwhile the design used a structured design method or OOAD. This research resulted in an application that supports the learning management system training process within the organization, provides accessible training materials by all employees at any time, and provides various features that creates training activities more effectively. The implementation of learning management system supports the company's strategy primarily to improve the quality of employees as well as reduces communication barriers between trainers and trainees both within and outside of training time.

Keywords: *training materials, organization, World Vision Indonesia, learning management system*

ABSTRAK

World Vision Indonesia memiliki beberapa program pelatihan dengan total biaya yang sangat besar untuk 936 karyawan yang tersebar di berbagai pelosok Indonesia, sehingga pelatihan secara manual dinilai kurang efektif. Oleh karena itu penelitian ini dilakukan untuk merancang aplikasi learning management system yang mendukung proses pelatihan dalam organisasi, serta menentukan kebutuhan materi pelatihan. Penelitian ini menggunakan metode analisis strategi berdasarkan matriks EFE, IFE, SWOT, IE, dan QSPM, serta analisis dan perancangan materi dengan ADDIE model. Sedangkan perancangan menggunakan metode perancangan terstruktur atau OOAD. Penelitian ini menghasilkan aplikasi learning management system yang mendukung proses pelatihan dalam organisasi, menyediakan materi pelatihan yang dapat diakses oleh seluruh karyawan setiap saat, serta menyediakan berbagai fitur yang menjadikan kegiatan pelatihan lebih efektif. Penerapan learning management system mendukung strategi perusahaan terutama untuk meningkatkan kualitas karyawan dan mengurangi hambatan komunikasi antara trainer dan trainee baik di dalam maupun di luar waktu pelatihan.

Kata kunci: *materi pelatihan, organisasi, World Vision Indonesia, learning management system*